

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCS), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCS survey was discontinued.

#### Ready Facts Catalog for the Richmond-Petersburg, VA National Compensation Survey:

	<b>Data tables from NCS Bulletins</b> 1-1. through 3-2. Mean hourly earnings or weekly earnings and hours by selected worker, industry, and occupational characteristics (previously Table A1-A4) 4-1. through 4-3. Mean hourly earnings by selected occupations and levels (previously Table B1-B2) 5-1. through 5-3. Mean hourly earnings by selected characteristic (previously Table C1-C3) 6-1. through 6-5. Hourly wage percentiles by selected occupations	
	<b>Richmond-Petersburg, VA (September 2003)</b>	
9815	Tables 1-1 through 3-2	12
9816	Tables 4-1 through 4-3	12
9817	Tables 5-1 through 5-3	3
9819	Tables 6-1 through 6-5	8
9818	Appendix A (Technical Note)	5
9887	Appendix B (Occupational Classification)	8
9888	Appendix C & D (Generic Leveling Criteria) & (Evaluating Your Firm's Jobs)	8
9889	NCS Regional area definitions	1

Table 4-1. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$18.15	3.3	\$17.85	3.6	\$18.94	7.4
All excluding sales .....	18.26	3.4	17.97	3.7	18.94	7.4
<b>White collar</b> .....	21.27	4.0	21.69	4.7	20.43	7.7
1 .....	8.04	8.7	8.04	8.7	—	—
2 .....	9.56	4.6	9.54	5.0	9.68	6.9
3 .....	10.88	2.3	11.01	3.1	10.55	2.1
4 .....	13.77	2.2	14.18	2.4	12.52	2.1
5 .....	15.44	2.9	16.14	3.9	14.81	4.0
6 .....	15.98	3.1	17.00	2.7	14.79	3.9
7 .....	20.03	4.0	20.85	4.7	18.06	3.2
8 .....	22.78	3.9	22.68	5.0	22.89	6.2
9 .....	25.12	1.8	27.83	3.5	23.94	1.6
10 .....	31.81	6.2	32.18	6.5	—	—
11 .....	36.00	6.7	37.08	8.3	31.64	6.7
12 .....	42.26	5.0	44.52	6.7	—	—
13 .....	50.26	4.1	—	—	—	—
Not able to be leveled .....	23.61	11.1	23.82	11.1	—	—
White collar excluding sales .....	21.84	3.9	22.70	4.4	20.43	7.7
1 .....	8.81	9.3	8.81	9.3	—	—
2 .....	10.84	5.0	11.15	6.5	9.68	6.9
3 .....	11.15	3.0	11.49	4.1	10.55	2.1
4 .....	13.79	2.1	14.32	2.6	12.52	2.1
5 .....	15.35	3.0	15.99	4.3	14.81	4.0
6 .....	15.95	3.2	17.01	2.8	14.79	3.9
7 .....	20.03	4.0	20.85	4.7	18.06	3.2
8 .....	22.85	4.5	22.80	6.8	22.89	6.2
9 .....	24.77	1.4	26.87	2.1	23.94	1.6
10 .....	31.04	6.8	31.43	7.5	—	—
11 .....	33.37	2.5	33.86	3.2	31.64	6.7
12 .....	42.26	5.0	44.52	6.7	—	—
13 .....	50.26	4.1	—	—	—	—
Not able to be leveled .....	24.60	9.8	24.85	9.8	—	—
<b>Professional specialty and technical</b> .....	26.33	3.5	28.72	4.7	24.19	5.9
Professional specialty .....	27.78	2.8	30.99	4.3	25.20	3.8
6 .....	17.91	1.6	18.07	2.5	—	—
7 .....	19.87	8.3	20.11	9.3	—	—
8 .....	22.85	4.3	22.76	2.8	22.89	6.2
9 .....	24.88	.9	26.88	2.1	24.32	1.1
10 .....	31.82	9.6	32.89	10.7	—	—
11 .....	35.80	1.8	38.20	1.2	—	—
12 .....	39.20	2.5	38.14	11.7	—	—
Not able to be leveled .....	36.16	5.4	36.16	5.4	—	—
Engineers, architects, and surveyors .....	29.61	13.6	35.75	10.3	—	—
Electrical and electronic engineers .....	39.51	10.4	39.51	10.4	—	—
Mathematical and computer scientists .....	32.98	3.8	35.51	5.3	—	—
9 .....	28.50	3.4	28.50	3.4	—	—
10 .....	32.29	14.1	32.29	14.1	—	—
11 .....	37.96	1.4	38.44	.6	—	—
Not able to be leveled .....	34.09	2.9	34.09	2.9	—	—
Computer systems analysts and scientists .....	32.91	3.9	35.42	5.4	—	—
10 .....	32.29	14.1	32.29	14.1	—	—
11 .....	37.96	1.4	38.44	.6	—	—
Not able to be leveled .....	34.09	2.9	34.09	2.9	—	—
Natural scientists .....	22.78	4.8	—	—	—	—
Health related .....	25.08	5.1	24.32	4.8	26.24	9.7
9 .....	24.49	2.6	26.10	4.0	—	—
Registered nurses .....	23.56	4.0	23.75	6.4	—	—
9 .....	23.01	2.8	24.21	5.0	—	—
Teachers, college and university .....	32.79	16.6	32.79	16.6	—	—
Teachers, except college and university .....	25.48	1.2	21.87	3.9	25.70	.9
9 .....	25.80	1.2	—	—	25.78	1.2
Elementary school teachers .....	26.25	4.0	—	—	26.28	4.2
9 .....	26.25	4.0	—	—	26.28	4.2
Secondary school teachers .....	24.31	.4	—	—	24.17	.3

See footnotes at end of table.

Table 4-1. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar</b> —Continued						
<b>Professional specialty and technical</b> —Continued						
Professional specialty —Continued						
Teachers, except college and university —Continued						
Secondary school teachers —Continued						
9 .....	\$24.10	0.3	—	—	\$23.92	0.1
Librarians, archivists, and curators .....	25.38	4.2	—	—	25.69	5.6
Librarians .....	25.38	4.2	—	—	25.69	5.6
Social scientists and urban planners .....	24.46	3.5	\$23.70	10.5	—	—
Social, recreation, and religious workers .....	16.97	6.2	—	—	17.45	11.5
Social workers .....	16.97	6.2	—	—	17.45	11.5
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	19.47	6.4	20.78	7.4	17.46	7.2
4 .....	15.16	6.5	15.16	6.5	—	—
5 .....	16.64	6.4	—	—	—	—
6 .....	19.16	7.1	—	—	—	—
7 .....	21.78	6.0	22.73	5.7	18.61	7.1
Licensed practical nurses .....	16.88	1.4	16.89	1.7	—	—
Health technologists and technicians, n.e.c. ....	15.31	18.3	14.61	20.5	—	—
<b>Executive, administrative, and managerial</b> .....						
6 .....	30.20	4.2	30.78	4.7	26.42	5.6
7 .....	15.67	5.2	15.69	5.5	—	—
8 .....	19.73	5.5	—	—	18.45	4.0
9 .....	22.78	17.8	22.78	17.8	—	—
10 .....	25.58	4.4	26.93	4.4	—	—
11 .....	29.96	4.5	29.72	4.3	—	—
12 .....	32.88	4.5	33.40	5.0	—	—
Not able to be leveled .....	45.02	6.7	45.72	7.4	—	—
Executives, administrators, and managers .....	30.14	8.1	30.16	8.2	—	—
8 .....	32.97	4.8	33.16	5.2	31.43	12.8
9 .....	23.15	23.9	23.15	23.9	—	—
11 .....	25.38	7.3	26.59	6.5	—	—
12 .....	32.62	5.3	33.00	6.0	—	—
Not able to be leveled .....	39.86	4.2	39.92	4.6	—	—
Administrators and officials, public administration .....	34.38	11.9	34.47	12.0	—	—
Financial managers .....	34.36	18.9	—	—	34.37	20.1
Not able to be leveled .....	37.71	9.6	37.71	9.6	—	—
Managers, marketing, advertising, and public relations .....	43.59	16.0	43.59	16.0	—	—
Administrators, education and related fields .....	30.82	13.5	30.82	13.5	—	—
Managers and administrators, n.e.c. ....	38.86	19.1	—	—	—	—
11 .....	29.88	7.6	30.22	7.6	—	—
Not able to be leveled .....	34.46	4.6	34.46	4.6	—	—
Management related .....	29.80	11.6	29.80	11.6	—	—
6 .....	26.80	8.0	27.67	9.1	22.38	4.6
7 .....	15.67	6.2	15.69	6.6	—	—
8 .....	19.72	6.0	—	—	18.49	4.2
9 .....	21.69	4.3	21.69	4.3	—	—
Not able to be leveled .....	25.79	4.2	27.50	6.2	—	—
Accountants and auditors .....	24.80	6.6	24.80	6.6	—	—
Other financial officers .....	24.65	5.4	26.53	5.7	21.48	7.0
Personnel, training, and labor relations specialists .....	26.21	9.6	—	—	—	—
Management related, n.e.c. ....	35.80	21.5	36.15	21.6	—	—
<b>Sales</b> .....						
2 .....	16.62	18.7	16.62	18.7	—	—
3 .....	8.22	2.7	8.22	2.7	—	—
4 .....	9.88	4.2	9.88	4.2	—	—
5 .....	13.69	7.2	13.69	7.2	—	—
8 .....	17.91	15.0	17.91	15.0	—	—
8 .....	22.29	5.7	22.29	5.7	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar</b> —Continued						
<b>Sales</b> —Continued						
Not able to be leveled .....	\$12.59	30.0	\$12.59	30.0	—	—
Supervisors, sales .....	26.29	18.4	26.29	18.4	—	—
Sales, other business services .....	17.21	21.5	17.21	21.5	—	—
Sales workers, other commodities .....	11.41	6.6	11.41	6.6	—	—
4 .....	12.37	8.5	12.37	8.5	—	—
Cashiers .....	7.92	1.6	7.92	1.6	—	—
2 .....	7.80	5.8	7.80	5.8	—	—
3 .....	8.32	6.9	8.32	6.9	—	—
<b>Administrative support, including clerical</b> .....	13.55	2.8	13.86	4.0	\$12.90	2.8
1 .....	8.81	9.3	8.81	9.3	—	—
2 .....	11.01	4.9	11.41	6.7	9.68	6.9
3 .....	11.17	3.0	11.52	4.1	10.55	2.1
4 .....	13.69	2.2	14.24	2.8	12.52	2.1
5 .....	14.71	4.3	15.28	6.4	14.02	4.3
6 .....	15.28	3.6	16.36	3.3	—	—
7 .....	17.93	4.8	18.65	6.8	—	—
Not able to be leveled .....	12.63	5.7	12.83	6.0	—	—
Computer operators .....	18.33	4.2	—	—	—	—
Secretaries .....	14.59	2.7	14.62	4.6	14.56	2.8
4 .....	14.09	5.6	14.11	6.6	14.04	9.8
5 .....	13.45	5.2	—	—	—	—
Not able to be leveled .....	14.40	9.6	14.40	9.6	—	—
Receptionists .....	12.34	7.8	12.34	7.8	—	—
Information clerks, n.e.c. ....	12.61	3.1	12.61	3.1	—	—
Order clerks .....	17.31	12.4	17.31	12.4	—	—
Library clerks .....	10.52	11.5	—	—	—	—
Records clerks, n.e.c. ....	10.52	11.9	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	13.96	4.1	13.22	4.0	—	—
Dispatchers .....	15.94	17.7	—	—	—	—
Traffic, shipping and receiving clerks .....	11.58	15.1	11.58	15.1	—	—
Insurance adjusters, examiners, and investigators .....	16.17	12.2	16.17	12.2	—	—
Investigators and adjusters, except insurance .....	13.47	3.4	13.21	2.9	—	—
Bill and account collectors .....	14.43	4.4	14.43	4.4	—	—
General office clerks .....	12.02	7.0	13.17	13.1	11.06	3.0
3 .....	10.45	2.9	—	—	—	—
4 .....	12.61	10.8	13.64	20.7	—	—
Not able to be leveled .....	12.75	8.8	12.75	8.8	—	—
Teachers' aides .....	11.91	8.8	—	—	11.93	9.0
Administrative support, n.e.c. ....	13.18	3.0	13.59	4.2	12.35	5.3
4 .....	12.81	3.7	12.92	3.6	—	—
Not able to be leveled .....	12.66	7.9	13.26	7.9	—	—
<b>Blue collar</b> .....	15.29	3.2	15.09	3.2	17.36	11.7
1 .....	8.16	6.7	8.10	6.8	—	—
2 .....	10.79	4.3	10.79	4.3	—	—
3 .....	12.19	2.6	12.15	2.6	—	—
4 .....	14.85	6.1	15.03	6.5	—	—
5 .....	16.69	2.7	16.78	2.7	—	—
6 .....	18.90	5.7	19.32	6.5	—	—
7 .....	20.42	3.8	21.30	4.2	17.45	1.0
8 .....	23.54	9.8	—	—	—	—
9 .....	27.26	4.8	27.45	8.5	—	—
Not able to be leveled .....	12.77	9.0	12.70	9.3	—	—
<b>Precision production, craft, and repair</b> .....	18.90	4.4	18.82	4.9	19.27	10.7
5 .....	18.95	2.9	—	—	—	—
6 .....	17.78	7.9	18.09	8.9	—	—
7 .....	20.49	4.4	21.60	4.7	17.42	1.3
9 .....	27.55	5.7	28.09	10.9	—	—
Supervisors, mechanics and repairers .....	26.67	3.5	26.16	8.0	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Precision production, craft, and repair</b> —Continued						
Industrial machinery repairers .....	\$23.66	14.2	\$23.77	14.4	—	—
7 .....	26.59	11.6	26.59	11.6	—	—
Mechanics and repairers, n.e.c. ....	19.31	5.6	—	—	—	—
Supervisors, construction trades, n.e.c. ....	16.70	11.8	—	—	—	—
Supervisors, production .....	23.71	5.8	23.71	5.8	—	—
<b>Machine operators, assemblers, and inspectors</b> .....						
3 .....	15.22	5.9	15.22	5.9	—	—
4 .....	12.30	2.9	12.30	2.9	—	—
5 .....	15.62	9.1	15.62	9.1	—	—
6 .....	15.78	4.3	15.78	4.3	—	—
7 .....	22.30	7.3	22.30	7.3	—	—
Slicing and cutting machine operators .....	17.25	17.3	17.25	17.3	—	—
Miscellaneous machine operators, n.e.c. ....	14.14	10.9	14.14	10.9	—	—
Assemblers .....	19.99	8.2	19.99	8.2	—	—
4 .....	12.07	.9	12.07	.9	—	—
<b>Transportation and material moving</b> .....						
3 .....	15.07	4.0	15.29	4.2	\$12.98	2.6
4 .....	15.76	4.3	—	—	—	—
5 .....	14.12	4.3	14.49	4.8	—	—
6 .....	16.74	4.0	17.01	3.8	—	—
Not able to be leveled .....	13.63	10.4	13.63	10.4	—	—
Truck drivers .....	15.25	7.2	15.57	8.2	—	—
Bus drivers .....	13.78	4.2	—	—	—	—
Industrial truck and tractor equipment operators ..	14.78	2.1	14.78	2.1	—	—
4 .....	14.65	6.2	14.65	6.2	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....						
1 .....	10.99	6.3	10.87	6.7	13.16	13.2
2 .....	7.97	7.2	7.90	7.2	—	—
3 .....	10.95	6.4	10.95	6.4	—	—
4 .....	10.82	6.4	10.82	6.4	—	—
6 .....	14.54	9.3	14.63	9.7	—	—
Not able to be leveled .....	15.64	6.9	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c. ....	11.78	4.5	11.25	2.7	—	—
Production helpers .....	19.11	10.7	—	—	—	—
Stock handlers and baggers .....	14.82	16.5	14.82	16.5	—	—
1 .....	8.80	3.9	8.80	3.9	—	—
Freight, stock, and material handlers, n.e.c. ....	7.66	8.0	7.66	8.0	—	—
Vehicle washers and equipment cleaners .....	12.53	3.7	12.53	3.7	—	—
Hand packers and packagers .....	10.95	15.5	10.95	15.5	—	—
9.89	5.4	9.89	5.4	—	—	—
<b>Service</b> .....						
1 .....	10.31	6.4	8.55	4.9	13.74	9.9
2 .....	7.62	6.4	7.04	9.3	9.55	2.5
3 .....	8.10	4.0	7.93	4.8	—	—
4 .....	9.26	4.1	8.95	4.5	10.34	6.3
5 .....	10.97	3.6	11.11	3.9	—	—
6 .....	14.30	3.8	—	—	14.71	3.0
7 .....	14.50	6.8	—	—	14.55	8.0
Protective service .....	16.47	10.3	—	—	16.04	9.8
6 .....	13.85	18.4	—	—	17.86	10.7
7 .....	14.06	4.4	—	—	13.93	3.7
Police and detectives, public service .....	19.85	4.4	—	—	18.97	1.9
Food service .....	18.70	.6	—	—	18.70	.6
1 .....	7.68	11.5	7.34	12.0	—	—
2 .....	6.61	12.1	6.36	14.0	—	—
3 .....	6.53	11.6	6.10	14.2	—	—
Waiters, waitresses, and bartenders .....	9.33	4.3	9.33	4.3	—	—
1 .....	5.64	17.5	5.64	17.5	—	—
Waiters and waitresses .....	5.64	31.7	5.64	31.7	—	—
5.65	21.7	5.65	21.7	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Service</b> —Continued						
Food service—Continued						
Waiters, waitresses, and bartenders—Continued						
Waiters and waitresses—Continued						
1 .....	\$5.51	33.4	\$5.51	33.4	—	—
Other food service .....	9.26	7.3	8.83	7.0	—	—
1 .....	7.52	3.3	7.19	2.6	—	—
3 .....	9.14	4.1	9.14	4.1	—	—
Cooks .....	10.48	10.9	10.51	11.5	—	—
Kitchen workers, food preparation .....	9.15	9.6	9.15	9.6	—	—
Food preparation, n.e.c. ....	7.93	7.5	7.57	9.0	—	—
1 .....	7.39	5.2	6.99	4.3	—	—
Health service .....	9.22	6.0	9.09	6.9	—	—
3 .....	9.04	8.2	8.79	9.9	—	—
Nursing aides, orderlies and attendants .....	9.19	6.4	9.05	7.4	—	—
3 .....	8.99	8.7	8.71	10.6	—	—
Cleaning and building service .....	9.38	2.3	9.29	2.3	\$9.51	5.0
1 .....	9.16	2.8	8.69	4.3	9.60	2.9
2 .....	8.23	3.7	—	—	—	—
Janitors and cleaners .....	9.55	3.4	9.61	4.4	9.51	5.0
1 .....	9.41	2.1	9.13	2.7	9.60	2.9
Personal service .....	10.15	16.6	—	—	—	—

<sup>1</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>2</sup> Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

<sup>3</sup> All workers include full-time and part-time workers.

<sup>4</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$19.01	3.5	\$19.04	3.4	\$18.94	8.5
All excluding sales .....	18.98	3.6	18.99	3.6	18.94	8.5
<b>White collar</b> .....	22.01	4.0	22.88	4.3	20.35	8.9
2 .....	10.46	6.1	10.46	6.8	10.50	11.4
3 .....	11.19	2.6	11.53	3.1	10.56	2.2
4 .....	14.11	2.2	14.67	2.1	12.57	2.4
5 .....	15.51	2.9	16.16	3.9	14.91	4.0
6 .....	15.99	3.1	17.00	2.7	14.81	3.9
7 .....	20.03	4.1	20.85	4.8	18.08	3.1
8 .....	22.35	3.6	22.66	5.2	21.86	3.6
9 .....	25.09	1.8	27.81	3.5	23.95	1.6
10 .....	31.64	6.3	32.01	6.7	—	—
11 .....	35.44	7.0	37.08	8.3	27.97	2.9
12 .....	42.26	5.0	44.52	6.7	—	—
13 .....	50.26	4.1	—	—	—	—
Not able to be leveled .....	24.83	9.0	24.82	9.0	—	—
White collar excluding sales .....	22.24	4.1	23.40	4.3	20.35	8.9
2 .....	11.23	6.4	11.40	7.8	10.50	11.4
3 .....	11.28	3.3	11.81	4.3	10.56	2.2
4 .....	14.17	2.3	14.93	2.4	12.57	2.4
5 .....	15.42	3.0	16.01	4.3	14.91	4.0
6 .....	15.96	3.2	17.01	2.8	14.81	3.9
7 .....	20.03	4.1	20.85	4.8	18.08	3.1
8 .....	22.36	4.4	22.79	7.3	21.86	3.6
9 .....	24.73	1.4	26.79	2.1	23.95	1.6
10 .....	30.80	7.0	31.17	7.8	—	—
11 .....	32.67	2.6	33.86	3.2	27.97	2.9
12 .....	42.26	5.0	44.52	6.7	—	—
13 .....	50.26	4.1	—	—	—	—
Not able to be leveled .....	25.43	8.9	25.42	8.9	—	—
<b>Professional specialty and technical</b> .....	26.38	3.5	28.93	4.7	24.03	6.6
Professional specialty .....	27.90	2.9	31.28	4.2	25.10	4.1
6 .....	18.03	2.0	—	—	—	—
7 .....	19.84	8.9	20.01	9.8	—	—
8 .....	22.18	2.5	22.71	2.2	21.86	3.6
9 .....	24.83	.9	26.76	1.9	24.33	1.1
10 .....	31.45	10.2	32.49	11.5	—	—
11 .....	33.97	4.9	38.20	1.2	—	—
12 .....	39.20	2.5	38.14	11.7	—	—
Not able to be leveled .....	36.16	5.4	36.16	5.4	—	—
Engineers, architects, and surveyors .....	29.61	13.6	35.75	10.3	—	—
Electrical and electronic engineers .....	39.51	10.4	39.51	10.4	—	—
Mathematical and computer scientists .....	33.93	5.2	35.51	5.3	—	—
9 .....	28.50	3.4	28.50	3.4	—	—
10 .....	32.29	14.1	32.29	14.1	—	—
11 .....	37.96	1.4	38.44	.6	—	—
Not able to be leveled .....	34.09	2.9	34.09	2.9	—	—
Computer systems analysts and scientists .....	33.85	5.2	35.42	5.4	—	—
10 .....	32.29	14.1	32.29	14.1	—	—
11 .....	37.96	1.4	38.44	.6	—	—
Not able to be leveled .....	34.09	2.9	34.09	2.9	—	—
Natural scientists .....	22.78	4.8	—	—	—	—
Health related .....	23.75	3.9	23.48	6.7	24.12	2.5
8 .....	24.08	.3	—	—	—	—
9 .....	24.00	2.0	25.35	2.3	—	—
Registered nurses .....	23.45	4.6	23.54	7.9	—	—
8 .....	24.08	.3	—	—	—	—
9 .....	22.89	2.7	24.11	4.9	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	25.56	1.2	22.04	5.6	25.76	.9
9 .....	25.82	1.1	—	—	25.78	1.2
Elementary school teachers .....	26.31	4.1	—	—	26.28	4.2
9 .....	26.31	4.1	—	—	26.28	4.2

See footnotes at end of table.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar —Continued</b>						
<b>Professional specialty and technical —Continued</b>						
Professional specialty —Continued						
Teachers, except college and university —Continued						
Secondary school teachers .....	\$24.31	0.4	—	—	\$24.17	0.3
9 .....	24.10	.3	—	—	23.92	.1
Librarians, archivists, and curators .....	25.38	4.2	—	—	25.69	5.6
Librarians .....	25.38	4.2	—	—	25.69	5.6
Social scientists and urban planners .....	24.52	3.3	—	—	—	—
Social, recreation, and religious workers .....	17.07	4.0	—	—	18.50	2.7
Social workers .....	17.07	4.0	—	—	18.50	2.7
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	19.57	6.3	\$20.98	7.1	17.46	7.2
4 .....	15.32	6.0	15.32	6.0	—	—
5 .....	16.64	6.4	—	—	—	—
7 .....	21.83	5.9	22.80	5.6	18.61	7.1
Licensed practical nurses .....	16.91	1.4	16.93	1.7	—	—
Health technologists and technicians, n.e.c. ....	15.64	18.5	—	—	—	—
<b>Executive, administrative, and managerial .....</b>						
6 .....	15.67	5.2	15.69	5.5	26.45	5.6
7 .....	19.73	5.5	—	—	18.45	4.0
8 .....	22.78	17.8	22.78	17.8	—	—
9 .....	25.58	4.4	26.93	4.4	—	—
10 .....	29.96	4.5	29.72	4.3	—	—
11 .....	32.88	4.5	33.40	5.0	—	—
12 .....	45.02	6.7	45.72	7.4	—	—
Not able to be leveled .....	30.16	8.1	30.16	8.2	—	—
Executives, administrators, and managers .....	32.98	4.8	33.16	5.2	31.53	12.6
8 .....	23.15	23.9	23.15	23.9	—	—
9 .....	25.38	7.3	26.59	6.5	—	—
11 .....	32.62	5.3	33.00	6.0	—	—
12 .....	39.86	4.2	39.92	4.6	—	—
Not able to be leveled .....	34.42	11.9	34.47	12.0	—	—
Administrators and officials, public administration .....	34.36	18.9	—	—	34.37	20.1
Financial managers .....	37.71	9.6	37.71	9.6	—	—
Not able to be leveled .....	43.59	16.0	43.59	16.0	—	—
Managers, marketing, advertising, and public relations .....	30.82	13.5	30.82	13.5	—	—
Administrators, education and related fields .....	38.86	19.1	—	—	—	—
Managers and administrators, n.e.c. ....	29.88	7.6	30.22	7.6	—	—
11 .....	34.46	4.6	34.46	4.6	—	—
Not able to be leveled .....	29.80	11.6	29.80	11.6	—	—
Management related .....	26.80	8.0	27.67	9.1	22.38	4.6
6 .....	15.67	6.2	15.69	6.6	—	—
7 .....	19.72	6.0	—	—	18.49	4.2
8 .....	21.69	4.3	21.69	4.3	—	—
9 .....	25.79	4.2	27.50	6.2	—	—
Not able to be leveled .....	24.80	6.6	24.80	6.6	—	—
Accountants and auditors .....	24.65	5.4	26.53	5.7	21.48	7.0
Other financial officers .....	26.21	9.6	—	—	—	—
Personnel, training, and labor relations specialists .....	35.80	21.5	36.15	21.6	—	—
Management related, n.e.c. ....	24.60	14.2	25.08	14.6	—	—
<b>Sales .....</b>						
4 .....	13.86	6.3	13.86	6.3	—	—
5 .....	17.91	15.0	17.91	15.0	—	—
8 .....	22.29	5.7	22.29	5.7	—	—
Not able to be leveled .....	15.30	26.8	15.30	26.8	—	—
Supervisors, sales .....	26.29	18.4	26.29	18.4	—	—

See footnotes at end of table.



Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar —Continued</b>						
<b>Sales —Continued</b>						
Sales, other business services .....	\$17.21	21.5	\$17.21	21.5	—	—
Sales workers, other commodities .....	12.16	5.5	12.16	5.5	—	—
<b>Administrative support, including clerical .....</b>	13.95	2.6	14.39	3.7	\$13.10	2.8
2 .....	11.49	6.3	11.75	8.2	10.50	11.4
3 .....	11.29	3.3	11.84	4.4	10.56	2.2
4 .....	14.09	2.5	14.89	2.7	12.57	2.4
5 .....	14.73	4.3	15.31	6.4	14.02	4.3
6 .....	15.28	3.6	16.36	3.3	—	—
7 .....	17.93	4.8	18.65	6.8	—	—
Not able to be leveled .....	13.18	4.8	13.18	4.8	—	—
Computer operators .....	18.33	4.2	—	—	—	—
Secretaries .....	14.66	2.8	14.66	4.9	14.67	2.9
4 .....	14.13	5.5	14.18	6.2	14.04	9.8
5 .....	13.45	5.2	—	—	—	—
Not able to be leveled .....	14.41	9.6	14.41	9.6	—	—
Receptionists .....	12.41	7.9	12.41	7.9	—	—
Records clerks, n.e.c. ....	10.53	13.6	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	14.33	3.5	13.80	3.8	—	—
Dispatchers .....	16.00	17.8	—	—	—	—
Insurance adjusters, examiners, and						
investigators .....	16.17	12.2	16.17	12.2	—	—
Investigators and adjusters, except insurance .....	13.50	3.7	13.22	3.1	—	—
Bill and account collectors .....	14.54	4.8	14.54	4.8	—	—
4 .....	13.78	2.6	13.78	2.6	—	—
General office clerks .....	12.54	6.8	14.97	7.8	11.06	3.0
3 .....	10.46	2.9	—	—	—	—
4 .....	13.87	9.5	18.28	3.1	—	—
Teachers' aides .....	11.93	9.0	—	—	11.93	9.0
Administrative support, n.e.c. ....	14.04	2.4	14.59	3.1	13.03	1.2
<b>Blue collar .....</b>						
1 .....	15.71	3.4	15.53	3.4	17.49	11.9
2 .....	8.41	9.0	8.35	9.1	—	—
3 .....	11.39	4.5	11.39	4.5	—	—
4 .....	12.34	2.6	12.34	2.6	—	—
5 .....	14.98	6.2	15.17	6.7	—	—
6 .....	16.68	2.7	16.78	2.8	—	—
7 .....	18.90	5.7	19.32	6.5	—	—
8 .....	20.42	3.8	21.30	4.2	17.45	1.0
9 .....	23.54	9.8	—	—	—	—
Not able to be leveled .....	27.26	4.8	27.45	8.5	—	—
13.12 .....	13.12	9.4	13.06	9.7	—	—
<b>Precision production, craft, and repair .....</b>						
5 .....	19.06	4.4	19.01	4.9	19.27	10.7
6 .....	18.95	2.9	—	—	—	—
7 .....	17.78	7.9	18.09	8.9	—	—
9 .....	20.49	4.4	21.60	4.7	17.42	1.3
27.55 .....	27.55	5.7	28.09	10.9	—	—
Supervisors, mechanics and repairers .....	26.67	3.5	26.16	8.0	—	—
Industrial machinery repairers .....	23.66	14.2	23.77	14.4	—	—
7 .....	26.59	11.6	26.59	11.6	—	—
Mechanics and repairers, n.e.c. ....	19.31	5.6	—	—	—	—
Supervisors, construction trades, n.e.c. ....	16.70	11.8	—	—	—	—
Supervisors, production .....	23.71	5.8	23.71	5.8	—	—
<b>Machine operators, assemblers, and inspectors .....</b>						
3 .....	15.25	6.0	15.25	6.0	—	—
4 .....	12.30	2.9	12.30	2.9	—	—
5 .....	15.62	9.1	15.62	9.1	—	—
6 .....	15.78	4.3	15.78	4.3	—	—
7 .....	22.30	7.3	22.30	7.3	—	—
17.25 .....	17.25	17.3	17.25	17.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Blue collar —Continued</b>						
<b>Machine operators, assemblers, and inspectors</b>						
—Continued						
Slicing and cutting machine operators .....	\$14.14	10.9	\$14.14	10.9	—	—
Miscellaneous machine operators, n.e.c. ....	19.99	8.2	19.99	8.2	—	—
<b>Transportation and material moving</b> .....	15.22	4.2	15.44	4.4	—	—
4 .....	14.39	5.0	14.85	5.4	—	—
5 .....	16.71	4.3	17.00	4.0	—	—
Not able to be leveled .....	13.63	10.4	13.63	10.4	—	—
Truck drivers .....	15.17	7.6	15.49	8.7	—	—
Industrial truck and tractor equipment operators ..	14.78	2.1	14.78	2.1	—	—
4 .....	14.65	6.2	14.65	6.2	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b>	11.62	7.9	11.51	8.4	\$13.31	13.9
1 .....	8.22	10.1	8.15	10.2	—	—
2 .....	11.93	7.4	11.93	7.4	—	—
3 .....	11.42	7.7	11.42	7.7	—	—
4 .....	14.69	9.5	14.79	10.0	—	—
6 .....	15.64	6.9	—	—	—	—
Not able to be leveled .....	11.95	4.8	11.42	1.7	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c. ....	19.11	10.7	—	—	—	—
Production helpers .....	14.82	16.5	14.82	16.5	—	—
Stock handlers and baggers .....	10.43	4.5	10.43	4.5	—	—
Freight, stock, and material handlers, n.e.c. ....	12.51	3.1	12.51	3.1	—	—
Hand packers and packagers .....	10.49	11.4	10.49	11.4	—	—
<b>Service</b> .....	11.24	7.2	9.26	6.3	14.02	9.6
1 .....	9.02	1.8	8.67	1.3	9.60	3.0
2 .....	8.20	6.6	8.26	8.3	—	—
3 .....	9.75	4.0	9.49	3.7	10.37	6.7
4 .....	11.15	3.6	11.13	3.9	—	—
5 .....	14.30	3.8	—	—	14.71	3.0
6 .....	14.50	6.8	—	—	14.55	8.0
7 .....	16.47	10.3	—	—	16.04	9.8
Protective service .....	14.06	17.9	—	—	17.91	10.4
6 .....	14.06	4.4	—	—	13.93	3.7
7 .....	19.85	4.4	—	—	18.97	1.9
Police and detectives, public service .....	18.70	.6	—	—	18.70	.6
Food service .....	8.94	18.3	8.40	20.7	—	—
1 .....	9.18	5.6	—	—	—	—
Waiters, waitresses, and bartenders .....	6.37	32.3	6.37	32.3	—	—
Other food service .....	10.86	8.1	10.34	6.8	—	—
Kitchen workers, food preparation .....	10.10	8.9	10.10	8.9	—	—
Food preparation, n.e.c. ....	9.68	6.7	—	—	—	—
Health service .....	9.96	3.4	9.97	4.3	—	—
3 .....	10.13	2.6	10.22	3.7	—	—
Nursing aides, orderlies and attendants .....	10.02	3.1	10.05	4.0	—	—
3 .....	10.15	2.6	10.26	3.8	—	—
Cleaning and building service .....	9.39	2.7	9.34	2.9	9.48	5.6
1 .....	9.25	2.7	8.81	4.0	9.60	2.9
Janitors and cleaners .....	9.59	3.8	9.73	4.5	9.48	5.6
1 .....	9.52	2.4	9.39	3.7	9.60	2.9

See footnotes at end of table.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Service</b> —Continued						
Personal service .....	—	—	—	—	—	—

<sup>1</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>2</sup> Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> part-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$10.41	10.8	\$8.92	4.2	\$18.87	20.8
All excluding sales .....	10.97	11.7	9.25	4.8	18.87	20.8
<b>White collar</b> .....	13.21	14.4	10.75	6.8	21.81	16.5
1 .....	7.15	1.8	7.15	1.8	—	—
2 .....	8.07	2.6	8.11	2.7	—	—
3 .....	9.49	5.1	9.49	5.2	—	—
4 .....	10.32	8.4	10.32	9.1	—	—
9 .....	27.11	8.3	—	—	—	—
White collar excluding sales .....	15.94	14.0	13.06	7.8	21.81	16.5
2 .....	9.12	4.8	9.85	2.6	—	—
3 .....	10.42	5.7	10.44	5.8	—	—
4 .....	10.45	9.0	10.46	9.7	—	—
9 .....	27.11	8.3	—	—	—	—
<b>Professional specialty and technical</b> .....	25.56	9.0	24.22	5.9	26.33	15.6
Professional specialty .....	26.13	9.2	25.74	4.5	26.33	15.6
9 .....	27.11	8.3	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Health related .....	33.06	15.2	27.96	2.8	—	—
Registered nurses .....	24.51	2.3	24.84	2.3	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Technical .....	—	—	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	—	—	—	—	—	—
Executives, administrators, and managers .....	—	—	—	—	—	—
<b>Sales</b> .....	7.57	2.3	7.57	2.3	—	—
2 .....	7.71	3.3	7.71	3.3	—	—
3 .....	7.83	3.4	7.83	3.4	—	—
Cashiers .....	7.31	2.2	7.31	2.2	—	—
2 .....	7.11	3.8	7.11	3.8	—	—
3 .....	7.83	3.4	7.83	3.4	—	—
<b>Administrative support, including clerical</b> .....	9.70	4.5	9.97	4.8	7.93	10.9
2 .....	9.12	4.8	9.85	2.6	—	—
3 .....	10.43	5.9	10.45	6.1	—	—
4 .....	10.41	9.1	10.41	9.8	—	—
Administrative support, n.e.c. ....	8.97	7.2	—	—	—	—
<b>Blue collar</b> .....	8.32	3.8	8.05	2.8	—	—
1 .....	6.89	2.0	6.86	2.0	—	—
2 .....	8.31	7.0	8.24	7.1	—	—
3 .....	10.39	12.2	—	—	—	—
<b>Precision production, craft, and repair</b> .....	—	—	—	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—	—
<b>Transportation and material moving</b> .....	12.22	13.8	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	7.73	3.2	7.69	3.3	—	—
1 .....	6.89	2.0	6.86	2.0	—	—
2 .....	8.29	7.5	8.22	7.5	—	—
Stock handlers and baggers .....	6.95	.6	6.95	.6	—	—
1 .....	6.71	1.9	6.71	1.9	—	—
<b>Service</b> .....	7.27	5.5	7.08	5.7	9.28	6.7
1 .....	5.66	9.2	5.58	9.4	—	—
2 .....	7.91	12.5	7.25	13.9	—	—
3 .....	8.04	7.9	7.95	8.0	—	—
Protective service .....	—	—	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> part-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Service—Continued</b>						
Food service .....	\$6.47	8.6	\$6.44	8.6	—	—
1 .....	5.46	11.6	5.38	11.9	—	—
3 .....	9.00	6.0	9.00	6.0	—	—
Waiters, waitresses, and bartenders .....	4.97	17.0	4.97	17.0	—	—
1 .....	3.62	31.7	3.62	31.7	—	—
Waiters and waitresses .....	4.89	23.0	4.89	23.0	—	—
Other food service .....	7.68	5.7	7.63	5.7	—	—
1 .....	7.15	3.9	7.05	3.7	—	—
3 .....	8.62	4.2	8.62	4.2	—	—
Kitchen workers, food preparation .....	7.90	4.8	7.90	4.8	—	—
Food preparation, n.e.c. ....	7.01	4.3	7.01	4.3	—	—
1 .....	6.92	4.3	6.92	4.3	—	—
Health service .....	7.97	10.5	7.83	10.6	—	—
Nursing aides, orderlies and attendants .....	7.86	10.4	7.72	10.3	—	—
Cleaning and building service .....	—	—	—	—	—	—
Personal service .....	—	—	—	—	—	—

<sup>1</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>2</sup> Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.